

FBIS-1171/85  
17 June 1985

MEMORANDUM FOR: Deputy Director for Science and Technology

THROUGH: Chief, Career Development Staff, DDS&T

FROM: [REDACTED]  
Director, Foreign Broadcast Information Service

SUBJECT: Inclusion of FBIS Production Group Officers in the  
Language Use Program

REFERENCE: Memo for DDS&T fm DDS&T Rep, LDC, dtd 20 May 85,  
Subj: DDS&T Operating Procedures for New Language  
Incentive Program (FBIS-1167/85)

1. As you know, the new Language Incentive Program (LIP) has been approved and is outlined in [REDACTED] (attached). The new program was prepared under the auspices of the Language Development Committee as a result of the discussion of the Agency's language incentive policy at the DCI's offsite conference with the deputies in December 1984.

2. In referent memorandum, the significant policy/procedural changes in the new program were described. Additionally, under wording inserted in the new notice--Para 2.b. which excludes only translators, transcribers, interpreters, language instructors and other such employees--FBIS Intelligence Officers-Foreign Documents are now eligible for language use awards. I feel strongly that these officers should be included in the Language Use Program for the following reasons:

a. At present FBIS is competing with other components within the Agency and with other government agencies for qualified officers with good language skills. Specifically, within the Agency we are in direct competition with the DO and the DI. Under the new program, DO officers occupying Unit Language Requirement positions will receive from [REDACTED] per pay period, depending on their level of proficiency and the difficulty of the foreign language. FBIS Production Group intelligence officers, on the other hand, currently receive no language use payments.

b. Although the DI does not include its officers in the Language Use Program, it relies heavily on language maintenance awards to reward language skills. In FY-1984 the DI paid a total of

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[redacted] maintenance awards. During that same period FBIS paid [redacted] awards. FBIS cannot include Production Group officers routinely in the Maintenance Award Program because these officers use their language skills on a regular basis. Production Group positions are categorized as Unit Language Requirement positions, and maintenance awards can be made only when the officers are on rotation to other offices.

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c. Outside the Agency, FBIS directly competes with NSA, among others, for a constantly shrinking pool of candidates with good language skills. NSA currently pays its language officers bonuses of [redacted] per pay period for their language skills. Largely due to this enticement, NSA has been able in recent years to lure away a number of excellent candidates.

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d. Retention of FBIS intelligence officers with good language skills is a severe problem. In FY-1984, Production Group lost [redacted] or 24 percent, of its [redacted] intelligence officers. Of these losses, [redacted] were transferees or rotatees to other Agency or government components; the DI and DO each received 9 I.O.s and another 3 transferred within FBIS from Production Group to Analysis Group. (Officers from Analysis Group are currently included in the Language Use Program and this is perceived as an inequity within FBIS). Apparently, FBIS has become an important instantly available source of language-qualified analysts and case officers.

e. The nature of the work done by Production Group has changed considerably over the last few years. To meet the needs of our consumers, the emphasis of our collection efforts has shifted increasingly from the purely political to the military, economic, scientific and technical. This means that in recruiting we are, even to a greater extent, looking for good substantive backgrounds as well as essential language skills. In recruiting for our Science and Technology Center, for example, we are competing directly with such components as OSWR and OGI, but demand language competence as well. While an operational foreign language capability is a major concern in our recruitment efforts, we emphasize to all applicants that the foreign language is a tool to be used with a technical, economic or area studies background in our exploitation programs. Candidates are no longer recruited solely on the basis of having a language skill and, in fact, we have rejected applicants who have scored high on language tests, but were lacking in other requisite skills. We must therefore provide incentives to attract people with the requisite language and substantive skills.

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3. An expanded and upgraded senior language officer program is a necessary long range goal, and we are working with the Office of Personnel to achieve this. However, inclusion of Production Group officers in the Language Use Program would significantly assist FBIS in its continuing effort to recruit and retain qualified intelligence officers with good language and substantive skills. This program is particularly attractive to the newer officers since they would reap immediate benefits. On the other hand, failure to include FBIS Intelligence Officers in this expanded Agency-wide program would be a step backward adversely affecting morale and undoubtedly exacerbating our recruiting and retention problems. The introduction of the new Language Incentive Program is an opportune time to include FBIS Production Group officers once again in the Language Use Program.

4. Based on the above, and in particular to enhance our recruitment and retention efforts, I recommend that Intelligence Officers-Foreign Documents in FBIS Production Group be included in the Language Use Program.

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Attachment

CONCUR:

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Chief, Career Development Staff, DDS&T

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Date

APPROVED:

\_\_\_\_\_  
Deputy Director for Science and Technology

\_\_\_\_\_  
Date

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DDS&T/FBIS/Prod  (13 June 1985)

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